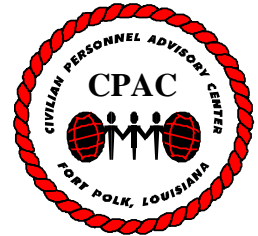




**JOINT READINESS TRAINING CENTER AND FORT POLK  
CIVILIAN PERSONNEL ADVISORY CENTER  
FORT POLK, LOUISIANA 71459-5341**



**"A Return to Prominence – One Satisfied Customer at a Time"**

**CPAC INFORMATION BULLETIN  
NUMBER 91**

**February 2007**

**NSPS INFORMATION  
UPDATE**

**DOD BEGINS NSPS DESIGN FOR FEDERAL  
WAGE SYSTEM**

DoD is in the early stages of designing the National Security Personnel System for the Federal Wage System employees. The Program Executive Office (PEO) for NSPS is looking at design options for classification, compensation and performance management for DoD's FWS workforce.

"Although we haven't determined a conversion schedule for FWS employees, now is the time to begin the design process," said Mary Lacey, NSPS program executive officer. "Having completed the first phase of the Spiral 1 implementation, our next step is to start the design phase of the FSW."

PEO officials will meet with the unions this week as part of continuing collaboration obligations regarding the design of NSPS for FWS workers. According to Lacey, "We will brief the unions on the highlights of the proposed design options and look forward to working with them and to getting their input into the design of the system."

Including FWS employees in NSPS will link performance to the overall mission; tie pay to performance; hold both supervisors and employees accountable for performance management; and provide a unified performance management and recognition system for the DoD civilian workforce.

The design approach is similar to the process previously used in designing the system for General Schedule (GS) employees. Initial meetings, which occurred in June and July, resulted in the development of an overarching strategy, identifying high-level issues, and exploring various design options. In August, the PEO contacted the unions to solicit their ideas on how they could be involved in the design process.

The PEO also met with the Federal Managers Association to solicit their input on design options.

"No decision has been made on the design or implementation schedule for FWS," said Mary Lacey, NSPS Program Executive Officer. "NSPS continues to be an event-driven process, and is inclusive of all our stakeholders, including employee representatives."

**FROM THE DESK OF THE CPAC  
DIRECTOR**

**ICE Kudos and Slams**

Here we are again to share with you comments received from our "satisfied" customers and also our "not so satisfied" customers. As we did last time, we will start out with the good first.

**"KUDOS"**

Four (4) "Excellent" responses with the following comments:

"...keeps us informed constantly of the DCPDS Systems, this is an excellent aid to us to be aware of all down times, and we can plan accordingly. She is great. Thanks."

"I would like to commend ... and ... for their outstanding work ethics. It is always a pleasure to go to CPAC and get a knowledgeable answer on questions that assist me with my move. Great Job!"

**"ANONYMOUS SLAMS"**

Unfortunately, we had a dissatisfied customer who rated the employee/staff attitude and hours of service as poor. Since this customer did not offer any text comments, we do not know the specifics surrounding the visit that resulted in these negative assessments.

As you must know, I expect my staff to treat all customers with courtesy and in a professional manner. We can not become the "Best CPAC in the Army" if we are not focused on our customer focused vision and our core beliefs that people are our business, quality service is our pride, and exceeding customer expectations is our aim. As such, I have met with my staff and reminded them of

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these core beliefs and the need to always deal with customers in a professional manner. I am assured that they strive each day to deliver such service to each customer that enters through our doors. You can be assured that a poor attitude by any member of my staff to a customer is not taken lightly and when there is a substantiated claim of such treatment, I will take whatever appropriate action is required.

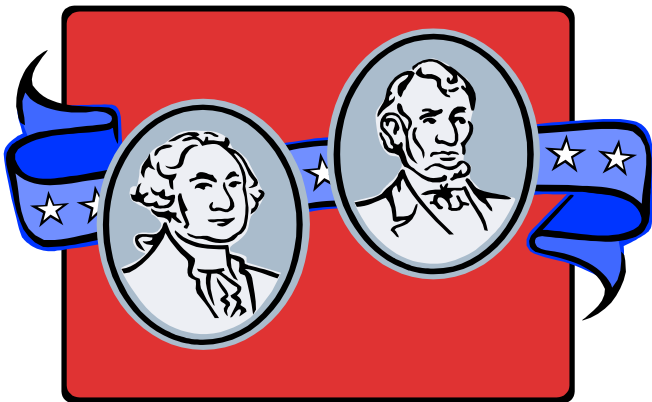
As to our hours of service being poor, we are open from 0800 to 1630 hours Monday - Friday. I believe that these hours of service are reflective of the normal operating hours of most offices on Fort Polk, and I regret that the customer feels that it is a reflection of poor hours of service. At this time, there is no consideration being given to changing our current hours of service.

Remember, it is our goal to "return to prominence - one satisfied customer at a time." If at any time you are not happy with the services provided to you by any member of the CPAC family, just give me a call at 531-1840 and let's talk about it.

*Until next time...  
Donald Mallet*



**"Return to prominence – one satisfied customer at a time."**



**"No man will ever bring out of the Presidency  
the reputation which carries him into it."  
~Thomas Jefferson, letter, 1796~**

**President's Day  
Monday, 19 February 2007**



## \$\$ PAY CORNER \$\$

### DID YOU KNOW?

Did you know that when the following information appears on your Leave and Earning statement your retirement documents were processed?

Your (FERS OR CSRS) Retirement Data was sent to OPM (Date we processed register)

Separation Date

Register Number

Payroll Office Number

For questions please call: 1-888-767-6738 OR 1-202-606-0500 or write:

OPM Retirement Operations Center

P.O. Box 45

Boyers, PA 16017-0045

Your retirement information is required to be submitted to OPM within thirty days of your retirement date. If this timeframe has passed, contact your Human Resources Office immediately for the status of your retirement action and/or package.

### CIVILIAN PAY LES

#### PAY PERIOD ENDING JANUARY 20, 2007

We have discovered that non-taxable wages on your Civilian Leave and Earnings Statement (LES) for this past pay period did not accurately reflect the premiums you paid for Vision and/or Dental Insurance. Your taxable wages and non-taxable wages and withholdings were calculated correctly. The mistake is **ONLY** on this display on the LES. This will be corrected for next pay period and your non-taxable wages will be correctly displayed on the LES. We apologize for any inconvenience this may cause you.

Should you have any questions regarding this issue, you may contact the Pay Liaison at the CPAC at 531-8757.



**Control Your Pay With myPay!**

***Click on the MyPay Key above to be linked to  
the MyPay System***

***Or***

***Type into you're your browser  
<http://www.mypay.dfas.mil>***



- 1) The Baby Ruth candy bar was created in 1920 by Curtiss Candy Co. They named this bar after the baseball player Babe Ruth. TRUE or FALSE?
- 2) In the chocolate making process, what are "nibs"?
  - (a) Broken pieces of chocolate
  - (b) Rejected beans
  - (c) Irregular raw bean fragments
  - (d) Coco butter part of the bean
- 3) The First 3 Musketeers bar originally sold for how much?
  - (a) 3 cents      (c) a dime
  - (b) 5 cents      (d) one cent
- 4) Mozart loved chocolate so much he wrote about it in an opera. TRUE or FALSE?
- 5) In Hershey, PA, the street lights on the main street are all shaped like Hershey Kisses? TRUE or FALSE?

### Answers on Page 8



*Don't forget your special someone this Valentine's Day!*  
14 Feb



## TSP CORNER

### WHAT'S NEW?

**Employee Contributions** — Beginning in 2006, there are no longer any percentage limits on employee contributions to the TSP. TSP contributions will be limited only by the restrictions imposed by the [Internal Revenue Code](#).

**Elective Deferral Limit (I.R.C. Section 402(g))** — The elective deferral limit for 2007 is \$15,500. The limit for 2006 was \$15,000. See the Fact Sheet "[Annual Limit on Elective Deferrals](#)."

**I.R.C. Section 415(c) Limit** — The limit for 2007 is \$45,000. The limit for 2006 was \$44,000.

**Catch-up Contributions** — The limit on catch-up contributions for 2007 is \$5,000. It remains the same as the 2006 limit. If you are at least age 50 (or will become

age 50 during the calendar year) and if you have made or will make the maximum amount of employee contributions for the calendar year (e.g., \$15,500 in 2007), you may also make catch-up contributions to your TSP account. See the Fact Sheet "[Catch-up Contributions](#)."

Participant statements are on-line in [Account Access](#) on this Web site. Click on [Your TSP Participant Statement](#) for more information.

**Loan interest rate** for new loans is 4.875%.

**Annuity interest rate index:** 5.125% for annuities purchased in February 2007, and 5.125% for annuities purchased in January 2007. [Click here](#) for historical annuity interest rates.

**Your account balance** is updated each business day. To access your account, you will need your Social Security number and Personal Identification Number (PIN). If you do not know your PIN, you can request a new one from the [Account Access](#) section of this site or from the [ThriftLine](#).

**Civilian TSP participants who are members of the Ready Reserve** — If you are a civilian TSP participant with an outstanding TSP loan and are placed in non-pay status to perform military service, make sure your agency provides the TSP with documentation to certify your status and suspend loan payments. The Internal Revenue Code allows the TSP to suspend loan payments for all participants placed in non-pay status for up to one year of non-pay. However, participants placed in non-pay status to perform military service for more than one year are authorized suspension of loan payments for the entire period of military service. For more information, see the Fact Sheet [Effect of Nonpay Status on TSP Participation](#).

### TSP RATES OF RETURN

Rates of Return were updated on February 1, 2007

\*\*\*\*\*

	<b>G Fund</b>	<b>F Fund</b>	<b>C Fund</b>	<b>S Fund</b>	<b>I Fund</b>
February 2007	0.43%	0.00%	1.53%	3.14%	1.31%
Last 12 Months (2/1/2006-2/31/2007)	5.00%	4.31%	14.52%	11.46%	20.57%

\*The G, F, C, S, and I Fund returns for the last 12 months assume unchanging balances (time-weighting) from month to month, and assume that earnings are compounded on a monthly basis.

	<b>L2040</b>	<b>L2030</b>	<b>L2020</b>	<b>L2010</b>	<b>LIncome</b>
December 2006	1.53%	1.42%	1.22%	0.89%	0.63%
Last 12 Months 2/1/2006-2/31/2007	13.94%	12.80%	11.84	9.65%	7.09%

\*The monthly G, F, C, S, and I fund returns represent the change in their respective share prices for the month. The changes in share prices reflect net earnings after accrued TSP administrative expenses have been deducted. The F, C, S, and I fund share prices also reflect the deduction of trading costs and accrued investment management fees.

The TSP is a retirement savings plan for civilian federal employees. The monthly G, F, C, S, and I Fund returns represent the actual total rates used to allocate monthly earnings to participant accounts. Allocations are usually completed by the fourth business day of the month. The returns are shown after deduction of accrued TSP administrative expenses. The F, C, S, and I Fund returns also reflect the deduction of trading costs and accrued investment management fees.

The TSP performance history for the past 12 months can be accessed through the following link:

[http://www.tsp.gov/curinfo/annuity\\_history.html](http://www.tsp.gov/curinfo/annuity_history.html)

## HOLIDAY/LIBERAL LEAVE SCHEDULE FOR 2007

<b>Holiday</b>	<b>Date Designated</b>	<b>Training/ Liberal Leave</b>
New Year's Day	01 Jan 2007	02 Jan 2007
MLK's B-Day	15 Jan 2007	Non Designated
President's Birthday	19 Feb 2007	Non Designated
Memorial Day	28 May 2007	29 May 2007
Independence Day	04 Jul 2007	Non Designated
Labor Day	03 Sep 2007	04 Sep 2007
Columbus Day	08 Oct 2007	*Pending
Veterans' Day	12 Nov 2007	*Pending
Thanksgiving Day	22 Nov 2007	*Pending
Christmas Day	25 Dec 2007	*Pending



*"N'Awlinz: Dis, Dat or d'Udda."*

## LEAVE TRANSFER PROGRAM

Would you like to assist a co-worker who is in need of annual leave? Then consider donating annual leave to employees enrolled in the Voluntary Leave Transfer Program. To donate leave, submit a "Leave Transfer Authorization" FP Form 25, to the CPAC at Bldg. 412. We are currently accepting leave donations for the following:

### \*Hurricane Katrina victims

**CPB 21-05**

*(For more info regarding Katrina ELTP please refer to the link below and click on CPB 21-05 dated 2 Dec 2005):* <http://www.jrtc-polk.army.mil/cpac/CPB2005.htm>

If you have any questions regarding leave transfer contact an HR Advisor at the CPAC.

## MANDATORY TRAINING



### Mandatory Training for January & February FY 07

will be conducted on the dates below. Employees and their supervisors have the opportunity to choose between two dates to attend the training. Two training dates should help to alleviate the workload problems that we now face when scheduling our employees to attend this training. **Seats will be filled on a first come first serve basis.** The classroom fills up quickly. **My recommendation is that you have your employees arrive NLT 0750 to ensure that they get a seat.** Everyone is required to attend this training.... Mark your calendar and plan to attend. The location of the training classes will be at the new Library/Education Center, Bldg. 660, Room 221/223.

### The training dates are:

06 February 2007  
21 February 2007  
02 March 2007  
22 March 2007

**NOTE: The Anti-Terrorism Level 1 Awareness Training in an included presentation in the Mandatory Training Day. This is the preferred method of training. As of March 2006 employees are no longer required to complete the training online. This decision was made because the online training is specifically designed for employees who will be traveling and is not the orientation they should receive for everyday application. Only employees who are experiencing extenuating circumstances "may" be allowed to complete the online version of the training. If you desire**



further info concerning this matter or have an employee who needs to take the online version please contact Tami Culbreath at 531-1856.

**The schedule of training is as follows:**

0800 - 0900 ALCOHOL AND DRUG ABUSE TRAINING  
 0900 - 0915 BREAK  
 0915 - 0945 SECURITY  
 0945 - 1020 SAEDA  
 1020 - 1035 BREAK  
 1035 - 1115 DA ETHICS  
 1115 - 1215 LUNCH  
 1215 - 1345 EEO/POSH  
 1345 - 1400 BREAK  
 1400 - 1450 ENVIRONMENTAL  
 1450 - 1500 BREAK  
 1500 - 1630 AT LEVEL 1 AWARENESS TRAINING

If you have any questions regarding the above training schedule, please contact Tami Culbreath at 531-1856.

### **HUMAN RESOURCES (HR) FOR SUPERVISORS COURSE**

The HR for Supervisors course was developed by the Civilian Human Resource Agency (CHRA) to train supervisors in their responsibilities for civilian human resources management. This course is offered on a quarterly basis by the Civilian Personnel Advisory Center (CPAC) Staff. Not only are new supervisors encouraged to attend, but this course is an excellent refresher for all supervisors. We encourage all supervisors "new" and "not so new" to attend this course. Remember "continuous learning" is the KEY to Success!

The course covers HR management legal and regulatory requirements, HR processes, HR services and HR automated tools designed to assist supervisors in requesting and tracking personnel actions.

HR for Supervisors is a 4.5 to 5 day course designed to teach civilian and military supervisors of appropriated fund civilian employees about their responsibilities for Civilian Human Resource (CHR) management. The course includes the following modules:

- Overview of Army CHR (includes Merit System Principles and Prohibited Personnel Practices)
- Position Classification (includes an introduction to CHR automated tools such as CPOL Portal)
- Staffing
- Human Resources Development
- Management Employee Relations
- Labor Relations
- Civilians Supervising Military (when the class includes civilian supervisors who supervise military personnel)

- Federal Employee Compensation Act (FECA) Presentation
- Safety Presentation
- SJA Presentation
- EEO Presentation
- ASAP Presentation

The remaining dates that we will be conducting the course in FY 07 are as follows:

**26-30 Mar 07**

**07-11 May 07**

**13-17 Aug 07**

Supervisors who are interested in attending or those who may desire additional information should call the CPAC Training Office, Tami Culbreath, 531-1856.

**EMPLOYEE WELLNESS  
BJAC HEALTH AWARENESS**

### **FEBRUARY IS AMERICAN HEART MONTH**

Are you monitoring your cholesterol because you are concerned about heart disease? Cholesterol and heart disease is something we don't need to worry about until we are old and gray, right? Not so. In one particular survey, 20% of men between 30-34 and 8% of women 30-34 had advanced fat-laden plaques on their arteries. Children are not excluded. About 25% of kids are overweight and over 60% of them have high cholesterol. Over half of the American population has high cholesterol. The scary thing is that around 50% of people who have heart attacks have normal cholesterol levels.

Factors that raise our cholesterol also increase our risk for heart disease. Smoking, obesity, lack of exercise, stress, and poor diet all compromise our heart health. With regards to diet, sometimes it is not what you eat but what you are NOT eating that can hurt your heart's health.

Fruits & vegetables are packed with vitamins, minerals, fiber, & "phytochemicals" (heart healthy nutrients) that work to lower cholesterol. Choose a variety of brightly colored produce items to get all the nutrients you need. Fresh or frozen fruits & vegetables are high in nutrients & low in calories, making them helpful with weight control. Aim for at least 3 fruits & 4 vegetables every day.

Produce, along with lentils, dried beans, peas, barley, & oats are rich in soluble fiber, which helps lower cholesterol. The American Heart Association recommends Americans eat >25 grams of fiber a day. Choosing whole fruit more often than juice & whole grains over refined grains can help you meet this goal.

Choose cereals with 3-5 grams of fiber per serving. The AHA does not recommend fiber supplements to help lower cholesterol.

Soyfoods can help lower total cholesterol & LDL or “bad” cholesterol levels & may help increase HDL or “good” cholesterol level. Advances in food science have made soy products more tasty & nutritious than ever. Soy foods are low in saturated fat & cholesterol yet high in high quality plant protein, calcium & fiber. Also made from soy are Benecol & Take Control. These are spreads made with a refined form of plant sterol, which comes from soybean oil. A study in the 1995 New England Journal of Medicine indicated that regular long-term daily use of 2-3 servings might lower LDL & total cholesterol levels by 9-20%. These spreads are not needed if you do not have high cholesterol. For more information on soy foods and soy recipes, check out [www.vrg.org](http://www.vrg.org), [www.talksoy.com](http://www.talksoy.com), or [www.soyfoods.com](http://www.soyfoods.com).

Fish has omega-3 fatty acids that lower triglycerides. Research suggests that omega-3s may help prevent blood platelets from clotting & sticking to artery walls, thereby lowering risk for blocked blood vessels & heart attack. Mackerel, albacore tuna, salmon, sardines, & lake trout are great sources of omega-3s. The AHA recommends eating 3 ounces of fish 2-3 times per week.

Of course, we must not forget that, while including all these heart healthy foods into our diets, we still must limit fats. Saturated fats raise LDL or “bad” cholesterol & are found in animal products such as meat, dairy, eggs, and butter or anything made with these ingredients. Trans fats are found in stick margarine, shortening, commercial frying fats & bakery items. This type of fat is more harmful to your heart as saturated fats. Trans fats raise LDL cholesterol & lower HDL cholesterol. The best way to tell if a food contains trans fats is to look for the words “hydrogenated vegetable oil” in the ingredient list. Monounsaturated fats are plant-based fats in peanut, olive, & canola oil. They lower total & LDL cholesterol with no negative effect on HDL cholesterol. Polyunsaturated fats are also plant-based fats such as safflower, sunflower, corn, soybean, & cottonseed oils. They may lower total cholesterol, but too much can decrease HDL cholesterol, which is why it is better to choose olive or canola oil rather than vegetable oil.

A heart healthy diet can be an exciting diet filled with disease fighting nutrients found in these tasty foods. Think about your favorite foods & then consider healthy ways to prepare them with great side dishes such as colorful, crunchy fruits & vegetables. Surprise your friends & family with soy-based meat dish or tofu cheesecake. The options are endless. The Nutrition Clinic at BJACH has a “Heart Healthy” class once monthly. Call 531-3129 to sign up.

**Article Provided By: CPT Trisha B Stavinoha, RD, LD**

## **HEART DISEASE “ARE YOU AT RISK?”**

Take this quiz to assess your risk for heart disease:

**Check the box if your answer is yes**

- ☐ Are you overweight?
- ☐ Do you have high blood pressure?
- ☐ Is your cholesterol higher than 200?
- ☐ Is your HDL (good) cholesterol level lower than 35 (men), 45 (women)?
- ☐ Do any of your close relatives have heart disease?
- ☐ Do you use tobacco products?
- ☐ Do you have diabetes?
- ☐ Are you over 40?
- ☐ Do you avoid exercise?
- ☐ Do you eat more than three eggs a week?
- ☐ Do you eat meat every day?
- ☐ Are you African-American?
- ☐ Are you frequently out of breath?
- ☐ Do you experience chest pain, or pain in the arm or neck?

*(The more items you check, the greater your risk of heart disease.)*

The good news is that most people can do something about heart disease. The four most important things you can do to reduce your risk of heart disease are:

1. Eat a high-fiber, low-fat diet.
2. Get at least 20 minutes of exercise three times a week, after consulting your healthcare provider.
3. Manage stress in your life.
4. Quit using tobacco products.

Big changes often start small. Choose three simple things you can do to reduce your risk. Even if you’re at low risk, making these changes will also reduce your risk of cancer, stroke and diabetes. Here are some examples:

- ✓ Do light household chores inside & out.
- ✓ Switch to low-fat (or nonfat) milk.
- ✓ Join an exercise group.
- ✓ Walk to work.
- ✓ Eat sliced fresh fruit instead of eggs for breakfast.
- ✓ **Add your own ideas**

Think heart disease is for men only?  
Consider this:

- ✓ Heart disease claims the lives of twice as many women as all cancers combined.
- ✓ More men have heart attacks, but women are twice as likely to die from a heart attack within the first few weeks.
- ✓ More men have heart disease early in life, but women narrow the gap after menopause.

**The good news:** Because of medical advances, changing lifestyles and better education about prevention, women's death rates from coronary heart disease have declined 20 percent over the past two decades.

*Information provided by © Parlay Intl.*

In recognition of American Heart Month, the Health Promotion Program will be providing awareness at the Post Exchange on 9 & 23 February 2007 from 10 AM to 1 PM. For more information on our program, contact us at: 531-6880 or **531-3255**.

### **"MAKING HEART HEALTHY CHOICES"**

When it comes to a heart-healthy lifestyle, almost everyone has room for improvement. Some people could lower their blood pressure; others could quit tobacco use, take off a few pounds or get some exercise. What's your plan for a healthy heart?

*Choose from the options below.*

#### **For a Heart-Healthy Diet:**

- Limit the amount of red meat you eat each week.
- Eat fish and skinless poultry.
- Avoid saturated fats.
- Eat more steamed, baked, broiled or stewed dishes, and fewer that are fried, breaded, creamed or heavily sauced.
- Eat more grains, fruits and vegetables.
- Know your target weight.
- Know your target cholesterol level.

*If you would like assistance with your diet, contact Nutrition Care Division at 531-3129.*

#### **To Keep Your Heart Strong With Exercise:**

Begin an exercise program that's at least 20 minutes long, three or more times a week. Include aerobic exercise such as running, swimming, bicycling and walking. Work with your doctor to tailor the program to your needs.

*Your exercise plan:*

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#### **To Reduce Your Blood Pressure:**

- Maintain a healthy weight.
- Exercise regularly.

- Cut back on salt.
- Check your blood pressure regularly.
- Take blood pressure medication if necessary.
- Know your target blood pressure.

#### **To Cut Back on Stress:**

- Learn stress management techniques.
- Avoid stressful situations.

**Want to know more about managing stress, contact Behavioral Health at 531-3922 or 3923.**

*Your stress management plan:*

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#### **To Get Your Diabetes Under Control:**

- See your doctor regularly.
- Monitor your blood sugar.
- Follow your diet, exercise and medication guidelines to the letter.

#### **To Reduce the Heart Disease**

##### **Risks of Tobacco use:**

- Join a tobacco cessation class. *Contact the Health Promotion Program at BJACH at 531-6880 to schedule.*
- Join a support group for ex-tobacco users.
- Get help from your doctor to quit.
- Develop a plan to quit tobacco use (include a target date).

*Information courtesy of © Parlay International*

**In recognition of American Heart Month, the Health Promotion Program at Bayne-Jones Army Community Hospital will be providing Health Awareness at the Post Exchange on Feb 9 & 23 2007. For more information contact the Health Promotion Program at 531-6880 or 531-3255.**

### **5 TIPS TO HELP CURB TEENAGE BINGE DRINKING**

The New York University Child Study Center is recommending five (5) tips to help reduce teenage drinking, in light of a new report from the Centers for Disease Control and Prevention (CDC). The CDC study, published in the January 2007 issue of Pediatrics, found that 45 percent of the teenage respondents reported consuming alcohol in the past month, and 64 percent of the students who drank said they were binge drinking, which is defined as having five or more alcoholic drinks in a row. The CDC report also found that binge drinking

is strongly associated with sexual activity, violence, and other risky behaviors.

"Contrary to popular belief, parents remain the greatest influence over their children's behavior," said Richard Gallagher, Ph.D., Director of the Parenting Institute and the Thriving Teens Project at the NYU Child Study Center. "Though media and peers play a role, parental influence is critical and there are ways parents can maximize that influence to reduce the likelihood that their children will engage in binge drinking."

**Note the following 5 Tips:**

**TIP 1:** Clearly state what actions you expect your teen to take when confronted with substance use. Teens who know what their parents expect from them are much less likely to use substances, including alcohol.

**TIP 2:** Talk about the alcohol use that your children observe. Parents need to make it clear how they want their children to handle substances, such as alcohol and tobacco. Children need to have controlled exposure to learn the rules of acceptable use.

**TIP 3:** Help your teen find leisure activities and places for leisure activities that are substance-free. Then, keep track of where, with whom, and what your teen is doing after school and during other free times.

**TIP 4:** Limit the access your children have to substances. Teens use substances that are available. They report that they sneak alcohol from home stocks, take cigarettes from relatives, and obtain marijuana from people that they know well.

**TIP 5:** Inform teens about the honest dangers that are associated with alcohol use and abuse. Although teens are not highly influenced by such information, some discussion of negative consequences has some impact on the decisions they make. Especially emphasize how alcohol clouds one's judgment and makes one more likely to be harmed in other ways.

For more information on teenage substance use and abuse, contact the Army Substance Abuse Program or visit <http://www.AboutOurKids.org>.

## ARTICLES FOR BULLETIN

If you have any suggestions on topics or issues that you would like addressed in future bulletins, please submit them to one of the following:

1. [Laura.mireles@us.army.mil](mailto:Laura.mireles@us.army.mil)
2. Call 531-4020

Suggestions will be reviewed and addressed if at all possible.

//Original Signed//

**DONALD R. MALLET**

**Director, Civilian Personnel  
Advisory Center**

### *Valentine's Chocolate Trivia Answers*



- 1) False – It was named after President Cleveland's daughter.
- 2) (c) Irregular raw bean fragments
- 3) (b) 5 cents
- 4) True – Mozart's opera "Cosi Fan Tutte" he made a reference to chocolate.
- 5) True